
PROFESSIONAL RESEARCH AND PUBLISHING

Employees of the Bangor School Department may wish to develop educational or non-educational materials which are marketable or employees may wish to write for professional publication. The Bangor School Committee encourages such effort.

The intent of this policy is to protect employees as well as the Bangor School Department within the provisions of the Copyright Law. Subparagraphs one and two encourage employees of the Bangor School Department to develop educational or non-educational materials or to write for professional publication and provide specific protection to the employees relative to any benefits resulting from those efforts.

On the other hand, subparagraphs three and four protect the interests of the Bangor School Department. For example, if the Bangor School Department were to assign a particular employee to develop materials for the Bangor School Department, then clearly the rights to such materials should rest with the Department.

- (1) With the prior written agreement between the employee and the Superintendent of Schools, an employee may be authorized to develop a specific project with proceeds of copyrights, patents, royalties, awards, or prizes being held exclusively by the employee or shared between the employee and the Bangor School Department under terms specified in such written agreement.
- (2) In addition, employees shall be entitled to accept and personally retain honoraria for brief articles or talks for professional agencies even though based upon ideas or materials developed while on the job provided that such development was to the initial benefit of the Bangor School Department.
- (3) Except as specified above, rights to copyrights, patents, royalties, awards, and prizes resulting from such efforts shall accrue to the Bangor School Department if:
 - (a) the product was produced in whole or in significant part by the employee while on the job during regular working hours, or
 - (b) the product was produced in whole or in significant part by the employee through the use of resources or equipment owned by or under the control of the Bangor School Department. Examples of such products include but are not limited to books, workbooks, study guides, computer software, instructional or non-instructional equipment.
- (4) All materials produced for or by the Bangor School Department which, in the professional judgment of the Principal or Director should be copyrighted, shall have the following printed on the front cover or title page, film frame, or computer display of every copy distributed:
"Copyright (year) Bangor School Department."

VOTED: August 20, 1984
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